

MOS Medical Retention Board (MMRB) Process: The process for evaluating a T32 M-Day Soldier's ability to physically perform in their Primary Military Occupational Specialty (PMOS)

No.	Activity/Decision Point Name	Description	Regulations and Supporting Resources	Documents and Forms	Systems	Notes
1	Go to Referral to Boards Process, steps 1-16	This process is linked to Referral to Boards Process: The process for referring a T32 M-Day Soldier into the appropriate board whether the injury, illness, or disease was in the Line of Duty (LOD) or Non-LOD (NLOD). Please refer to steps 1-16 to see the steps the Soldier follows to enter the MMRB Process.	Please see Referral to Boards Process for more details.	Please see Referral to Boards Process for more details.	Please see Referral to Boards Process for more details.	
2	Issue permanent (P) 3 or 4 profile	The MMRB process is initiated when a State Provider issues a P3 or P4 profile for the Soldier and it has been determined that the Soldier does not meet retention standards IAW AR 40-501, Chapter 3. State Provider informs Deputy State Surgeon (DSS) of P3 or P4 profile.	AR 40-501, Chapter 3			The State Provider can include the State Surgeon, Deputy State Surgeon (DSS), Doctors, Physician Assistants (PAs) or Licensed Providers.
3	Receive P3 or P4 profile update	DSS receives P3 or P4 profile update from the State Provider.				
4	Notify of P3 or P4 profile (eProfile)	State DSS notifies State HSS of Soldier's permanent profile through eProfile.			eProfile-- MMRB Module	
5	Receive notification of Soldier with P3 or P4 profile (eProfile)	State Health Systems Specialists (HSS) receives notification from State DSS of Soldier's permanent profile. Profile uploaded into the MMRB Module of eProfile.	AR 600-60		eProfile-- MMRB Module	Some State have an MMRB Manager instead of a HSS.

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6	Notify of MMRB and requirements	<p>State HSS notifies the Soldier and Unit of the MMRB and the necessary requirements IAW AR 600-60.</p> <p>The necessary requirements are in the medical packet which includes: Medical packet: Commander's Evaluation; Chain of Command Endorsement to Commander's Evaluation; Copy of Memorandum: Notification of MMRB Proceedings for Soldier; Unit Counseling Statement (DA Form 4856); Soldier's Acknowledgement of Notification and Counseling; Current APFT (DA Form 705); PQR, Retirement Points History Statement (NGB Form 23B); DA Form 2-1; Physicians statement (< 2 months old); civilian medical records related to the MMRB medical condition; Complete Military Health Record to include DD Form 2807-1/2808 or SF 88 and SF 93; Physical Profile (DA Form 3349); approval letters; ERB/ORB</p>	AR 600-60	DA Form 2-1 DA Form 3349 DA Form 4856 DA Form 705 DD Form 2807-1 DD Form 2808 NGB Form 23B SF 88 SF 93		
7	Review and prepare MMRB requirements	Soldier and Unit collect, review, and prepare all applicable documents for preparation of the MMRB.	AR 600-60 AR 635-40			
8	Counsel Soldier on possible Board outcomes	<p>State HSS counsels Soldier of possible MMRB Board outcomes. At this point the Soldier creates a 'dream sheet' where he identifies 3 MOSs that he could be if he is reclassified. The retention NCO identifies the MOSs available and what the Soldier is qualified for.</p>				

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9	Provide MMRB requirements	Unit provides the Soldier's MMRB requirements to the State HSS via email, including any required medical packet documentation not yet completed by the Soldier.	AR 600-60			
10	Receive MMRB requirements	State HSS receives the Soldier's MMRB requirements from the Unit.	AR 600-60			
11	Prepare the Board	State HSS prepares for the Board. Preparing for the Board includes reserving a room, date, and time. Hard copy of all of the Soldier's documents are placed into a folder and handed to the MMRB on the day of the Board.				
12	Publish travel orders for Board appearance	G1 cuts the orders for the Soldier to attend the Board. Orders include travel pay, credits for retirement, and pay for the time spent.				
13	Conduct Board	MMRB conducts Board.				
14	Determine 1 of 4 dispositions	The Board will determine 1 of 4 dispositions for the Soldier based on the Medical Packet and the ability to perform their MOS. Soldier can be adjudicated for one disposition, which can be appealed.	AR 600-60			Soldier can appeal any of the 4 outcomes of the MMRB.
15	Recommend Soldier for PDES or Reserve Component (RC) medical disqualification process	One disposition is if the Soldier cannot be retained in their current PMOS, reclassified, or placed on trial of duty, then the Soldier is recommended for the Physical Disability Evaluation System (PDES) or the RC medical disqualification process.	AR 600-60, Chapter 4-20			
16	Receive Board results and approve	Once a Soldier is recommended for the PDES or RC medical disqualification process from the MMRB, the State TAG must approve this outcome.	AR 600-60, Chapter 4-20 DA PAM 611-21			

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17	Go to Referral to Boards Process, steps 17-19	Go to Referral to Boards Process: The process for referring a T32 M-Day Soldier into the appropriate board whether the injury, illness, or disease was in the Line of Duty (LOD) or Non-LOD (NLOD). The Soldier will re-enter the Referral to Boards for ARNG Soldiers Process Map at Step 16 in order to determine whether the injury was in the line of duty or not to determine if the Soldier should enter the PDES or the RC medical disqualification process.	Please see Referral to Boards Process for more details.	Please see Referral to Boards Process for more details.	Please see Referral to Boards Process for more details.	
18	Retain Soldier in current PMOS	The second disposition is for the Soldier to be retained in their current PMOS. This recommendation is appropriate when the Soldier's medical condition does not preclude satisfactory performance of PMOS or specialty code physical requirements in a worldwide field environment and when the Soldier's profile does not preclude those common tasks identified at paragraph 4-2.	AR 600-60, Chapter 4-17			
19	Receive Board results and approve	If the Board determines the Soldier can be retained in their current PMOS, the State TAG must approve this outcome.	AR 600-60, Chapter 4-17			

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20	Create approval letter and distribute results to chain of command	<p>HSS creates approval letter and distributes the results of the Board to the entire chain of command. eProfile is updated with the final Board proceedings.</p> <p>The proceedings memo includes: detailed explanation of the board's rationale for its recommendation. When recommending reclassification, change in specialty, or referral to the PDES, the circumstances or evidence that documents how the Soldier's medical condition has prevented performance in PMOS or specialty is documented.</p>	AR 600-60, Chapter 4-17		eProfile--MMRB Module	
21	Receive Board findings	Unit and Soldier are informed that the Soldier can be retained in PMOS.	AR 600-60, Chapter 4-17			
22	Retain in current PMOS	Soldier remains in current PMOS and returns to duty.	AR 600-60, Chapter 4-17			
23	Reclassify Soldier	The third disposition is for the Soldier to be reclassified from their PMOS.	AR 600-60, Chapter 4-19			
24	Receive Board results and approve	If the Soldier can be reclassified to a different MOS, the State TAG must approve this outcome.	AR 600-60, Chapter 4-19			
25	Create approval letter and distribute results to chain of command	HSS creates approval letter and distributes the results of the Board to the entire chain of command. eProfile is updated with the final Board proceedings.	AR 600-60, Chapter 4-19		eProfile--MMRB Module	
26	Write reclass. guidance/recommendation (eMILPO)	State MILPO writes reclass. guidance/recommendation using eMILPO.	AR 600-60, Chapter 4-19		eProfile--MMRB Module	

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27	Receive Board findings and initiate reclass. order or schedule MOS training	Unit receives Board findings and initiates reclass order or schedules MOS training. MOS training is needed in the instance that the Soldier is required to enter a new MOS. A reclass order is initiated in the instance that the Soldier has a secondary or additional MOS that the Soldier can move into. In lieu of formal MOS training a Soldier can file for Army Civilian Acquired Skills Program (ACASP).	AR 600-60 Ch. 4-19 AR 601-210			
28	Process order and reclassify Soldier	MILPO processes the order and reclassifies the Soldier.	AR 600-60, Chapter 4-19			This process can take up to one year depending on the necessity for the Soldier to attend MOS school.
29	Receive DA Form 1059 to formally reclass.	Soldier receives DA Form 1059 to formally reclass.	AR 600-60, Chapter 4-19	DA Form 1059		
30	Place Soldier on trial of duty probationary status	The fourth disposition is for the Soldier to be placed on a trial of duty probationary status. The MMRB will recommend probationary status when the board determines that the Soldier's disease or injury may be improved enough through a program of rest, rehabilitation, and/or physical therapy for the Soldier to become deployable worldwide.	AR 600-60, Chapter 4-18			
31	Receive Board results and approve	If the Board determines the Soldier must be placed on probation, the State TAG must approve of this outcome.	AR 600-60, Chapter 4-18			
32	Create approval letter and distribute results to chain of command	HSS creates approval letter and distributes the results of the Board to the entire chain of command. eProfile is updated with the final Board proceedings.	AR 600-60, Chapter 4-18		eProfile--MMRB Module	
33	Receive Board findings	Unit is informed that the Soldier will be placed on probationary status.	AR 600-60, Chapter 4-18			

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34	Remain on probationary status for up to 365 days	Soldier remains on probationary status for up to 365 days. The MMRB may recommend that the Soldier be reevaluated by medical authorities at specific intervals during the probationary period. The unit commander will evaluate the Soldier's progress after 90 days or as directed by the MMRB Convening Authority (MMRBCA). The Soldier's commander may refer the Soldier back to the MMRB before expiration of the probationary period if the Soldier does not make progress or the Soldier's condition improves or deteriorates so as to warrant an earlier reevaluation.	AR 600-60, Chapter 4-18		eProfile-- MMRB Module	180 days for AC.
35	Refer Soldier to Board	No later than 365 days, the Unit refers the Soldier back to the MMRB.	AR 600-60, Chapter 4-18			